

# Improving Retention, Competency and Confidence of Nurses

Strategies for Success

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# Competency



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# Nursing Competency- Toolkit for Success

- Knowledge
- Skills
- Attitudes and Beliefs
- Building standardized competency vs. checklists
- Competency matters because it leads to confidence, which leads to retention

# Nursing Competency- Toolkit for Success

- Competency Based Orientation Tool
  - Orienteer checklist
  - Preceptor component for sign off
    - Competency statement
    - Performance criteria
    - Methods of validation
    - [CBO Tool](#)

# Confidence



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# Nursing Confidence

- Why confidence matters?
- What leads to confidence?
- How confident are you as a practicing nurse?

# Nursing Confidence-rooted in professional practice

- Nursing as a Profession
  - Strong History
  - Evolving practice to match the evolving needs of society
  - Independent body of evidence, research, and theory
  - Code of Ethics
  - Scope of Practice
  - Educational Standards and Commitment to Lifelong Learning
  - Advocacy for patients, families, and one another
  - Autonomy

**But most importantly...**

**The unique relationship  
with the patient**



# Retention



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# Competency and Confidence Lead to Retention

- Turnover
  - Insecurity based
  - Not all bad
  
- Retention is what really matters starts with a first impression...on both parties

# Strategies for Retention

- Retention is initiated with recruitment
  - Who leaves, but more importantly, who stays?
- Retention starts in the organization with orientation
  - Mission focused, safety minded, team inclusive

# Strategies for Retention- Building an Engaged Workforce

- Retention keeps with engagement
  - Build a structure that makes it difficult to leave
    - Shared sense of professional community
    - Shared governance and strategic goals
    - Professional development and recognition
- Empowering the team- the say yes factor...asking “how can we...instead of why can’t we...”

# Strategies for Retention- Building an Engaged Workforce

## Shared Governance

- Shared decision making and engagement of the “front line”
  - A model of professional nursing practice in which leadership and clinical nurses formally partner to share the decision making around practice, quality, operations, education, etc.



# Strategies for Retention- Professional Development and Recognition

- The DAISY Award
  - Celebrating nurses who provide extraordinary compassionate and skillful care every day...

<https://www.daisyfoundation.org/>

# Sharing.....

What makes you come to work everyday?

What makes you stay in your current role at your current workplace?

**Take your rightful place...**

**If you do not have a seat  
at the table, then you  
might be on the menu...so  
bring a folding chair!**





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